



## **Diversity Task Group Minutes**

Date: April 8, 2019  
Time: 6:45pm – Social Time; 7:00-9:00pm - Meeting  
Location: Jefferson Cutter House

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Attendees: Michaiah Healy, Sophie Spink, Gabe Benson, Paula Jordon, Jill E. Lewis, Louise Popkin, Janice Barber, Lynette Culverhouse, Farjam Mohtadi, Betty Stone, Erik Pohl, Laura Kiesel

1. Ice Breaker: Who were you taught to trust or distrust? Who do you trust now?
2. Minutes read and approved
3. Overnight Parking Ban
  - celebrating approval for the “Resolution/Overnight Parking Exemption Program for Medical and Financial Hardships” warrant
  - recognition of Laura K’s research, hard work and perseverance in getting this approved
4. Proposal for disabilities panel(abelism and disability rights)
  - Laura working on a 3-5 panel series; Disability 101, Disability and Transportation, Disability and Housing, intersectionality between class, disability, race and gender
  - BCIL, DPC are interested in financially supporting this
5. Manager of Diversity and Diversity Coordinator for DIGS
  - Job description still not available
  - Manager of Diversity will be answerable to Town Manager, Health Human Services
  - How to support this role within town & schools; to uplift youth and support groups of those marginalized to have their needs met
  - Concern was expressed that this role could be whitewashed or fall into white saviourism
  - Will Diversity Coordinator position be created to support parent groups in school
  - Meeting April 10<sup>th</sup> to discuss 5 year school budget, discussion would have to happen then and share what neighboring towns are doing, job description and present a case as to why the role is needed.
6. Strategic Planning for DTG
  - rethink the priorities of DTG (moving from project based to strategic impact in town and school communities)
  - Priorities: Representation and Stakeholders, Education and Training and Network Expansion
  - Questions: Why aren’t more POC in these meetings? Why aren’t more POC teaching our children?
  - Start with building your own personal networks/friendships.
  - Diversity in all forms (not just race- also think economic and abilities)
  - DTG budget- looking for ideas and vision/hope.

7. EOAC (Equal Opportunity Advisory Committee)
  - looking for kind, new fresh voices
  - meet second Wednesday of each month
  - they review all hiring action of town(excluding school and police)
8. Bystander Training
  - went well, Parent DIG and HS students
  - peer to peer learning model (following up with train the trainer)
  - HS Intern participated with LGBTQ Group at AHS
  - talk about making the case for it to be a regular part of curriculum
9. Diversity Inclusion Group Schools
  - 180 families participated in event on How To Have Courageous Conversations With Our Kids
  - Next event will be April 30<sup>th</sup>
10. AHS Black Student Union
  - went to Ottoson to start BSU, action supported
  - focus on mentor/leadership, supporting younger students
  - working with High School BSU's in Somerville and Cambridge
  - all action coming from youth themselves
11. Standing Committee
  - mapping of town groups
  - who is and isn't on list
12. HS DTG Intern, project updates
  - meeting with principal to discuss need to address last years Hate attack at the HS
  - communication about RJ process and outcomes
  - organizing Th in homeroom as a place to bring information
  - need for closure
  - feels supported by Principal's responsiveness to the 5 student leaders (go Sophie!)
13. Restorative Justice for Pedrini
  - review of case and RJ process
  - Pedrini reinstated, position not clear
  - concern that town and Pedrini never heard from affected groups
  - RJ is not for personal discipline
  - transparency needed of process
  - The effect on larger community continues to be great
  - how will Pedrini be supervised upon return
  - consequences of future actions
  - what reparations is he doing
14. Future Event, notice
  - Racism and The Criminal Justice System, And The Way Forward, speaker Sophia Hall, Thursday, May 16, 7-9pm, Calvary Church (where???)